

CHHS Supervisors' Academy, Track 7, M1, Participants

★ = Your Response

Respondents:	17 displayed, 17 total	Status:	Closed
Launched Date:	05/20/2010	Closed Date:	05/20/2010

1. Have you been applying the knowledge and/or skills you learned from the CHHS Supervisors' Academy at your workplace?

		Response Total	Response Percent
Yes		17	100%
No		0	0%
Total Respondents		17	

2. Since attending the Academy, how confident are you in your ability to:

	Very Confident (0 Points)	Somewhat Confident (0 Points)	Somewhat Unconfident (0 Points)	Very Unconfident (0 Points)	Response Total
Interact with staff in an effective and appropriate manner:	88.24% (15)(0pts)	5.88% (1)(0pts)	5.88% (1)(0pts)	0% (0)(0pts)	17 (0pts) (0avg)
Encourage decision making at the lowest possible levels:	70.59% (12)(0pts)	23.53% (4)(0pts)	5.88% (1)(0pts)	0% (0)(0pts)	17 (0pts) (0avg)
Provide written and verbal feedback to improve employee job performance:	76.47% (13)(0pts)	23.53% (4)(0pts)	0% (0)(0pts)	0% (0)(0pts)	17 (0pts) (0avg)
Work with staff according to their abilities:	82.35% (14)(0pts)	17.65% (3)(0pts)	0% (0)(0pts)	0% (0)(0pts)	17 (0pts) (0avg)
Total Respondents					17

3. Please use the following scale to respond to your **frequency** of job application of each skill or behavior you learned in the program.

	Rarely (once a month) (0 Points)	Seldom (once every 2 weeks) (0 Points)	Occasionally (1-2 times per week) (0 Points)	Frequently (Once per day) (0 Points)	Very Frequently (several times per day) (0 Points)	Response Total
Emotional Intelligence	5.88% (1)(0pts)	11.76% (2)(0pts)	35.29% (6)(0pts)	35.29% (6)(0pts)	11.76% (2)(0pts)	17 (0pts) (0avg)
Monitoring Behavior	0% (0)(0pts)	5.88% (1)(0pts)	41.18% (7)(0pts)	41.18% (7)(0pts)	11.76% (2)(0pts)	17 (0pts) (0avg)
Communication	0% (0)(0pts)	0% (0)(0pts)	5.88% (1)(0pts)	47.06% (8)(0pts)	47.06% (8)(0pts)	17 (0pts) (0avg)
Using decision making strategies to meet business objective	0% (0)(0pts)	5.88% (1)(0pts)	23.53% (4)(0pts)	58.82% (10)(0pts)	11.76% (2)(0pts)	17 (0pts) (0avg)
Setting measurable goals	5.88% (1)(0pts)	11.76% (2)(0pts)	41.18% (7)(0pts)	29.41% (5)(0pts)	11.76% (2)(0pts)	17 (0pts) (0avg)
Involving employees	0% (0)(0pts)	0% (0)(0pts)	29.41% (5)(0pts)	41.18% (7)(0pts)	29.41% (5)(0pts)	17 (0pts) (0avg)
Getting work done while avoiding "micro-managing"	0% (0)(0pts)	0% (0)(0pts)	17.65% (3)(0pts)	52.94% (9)(0pts)	29.41% (5)(0pts)	17 (0pts) (0avg)

Identifying appropriate resources when legal issues arise (i.e. adverse ctions, EAP, FMLA, grievances)	35.29% (6)(0pts)	17.65% (3)(0pts)	11.76% (2)(0pts)	29.41% (5)(0pts)	5.88% (1)(0pts)	17 (0pts) (0avg)
Using the stages of team development to guide my team toward group goals	11.76% (2)(0pts)	11.76% (2)(0pts)	35.29% (6)(0pts)	35.29% (6)(0pts)	5.88% (1)(0pts)	17 (0pts) (0avg)
Ongoing coaching and performance feedback	0% (0)(0pts)	5.88% (1)(0pts)	23.53% (4)(0pts)	58.82% (10)(0pts)	11.76% (2)(0pts)	17 (0pts) (0avg)
Preparing and conducting performance evaluations	47.06% (8)(0pts)	17.65% (3)(0pts)	5.88% (1)(0pts)	11.76% (2)(0pts)	17.65% (3)(0pts)	17 (0pts) (0avg)
Working with staff according to their abilities	0% (0)(0pts)	11.76% (2)(0pts)	11.76% (2)(0pts)	52.94% (9)(0pts)	23.53% (4)(0pts)	17 (0pts) (0avg)
Total Respondents						17

4. Please use the following scale to show the **effectiveness** of applying the skills and behaviors learned from the training.

	Not much improvement (0 Points)	Somewhat improved (0 Points)	Moderately improved (0 Points)	Definitely improved (0 Points)	Significantly improved (0 Points)	Response Total
Emotional Intelligence	5.88% (1)(0pts)	11.76% (2)(0pts)	41.18% (7)(0pts)	35.29% (6)(0pts)	5.88% (1)(0pts)	17 (0pts) (0avg)
Monitoring Behavior	5.88% (1)(0pts)	11.76% (2)(0pts)	52.94% (9)(0pts)	23.53% (4)(0pts)	5.88% (1)(0pts)	17 (0pts) (0avg)
Communication	0% (0)(0pts)	11.76% (2)(0pts)	23.53% (4)(0pts)	52.94% (9)(0pts)	11.76% (2)(0pts)	17 (0pts) (0avg)
Using decision making strategies to meet business objective	0% (0)(0pts)	17.65% (3)(0pts)	29.41% (5)(0pts)	41.18% (7)(0pts)	11.76% (2)(0pts)	17 (0pts) (0avg)
Setting measurable goals	5.88% (1)(0pts)	11.76% (2)(0pts)	41.18% (7)(0pts)	29.41% (5)(0pts)	11.76% (2)(0pts)	17 (0pts) (0avg)
Involving employees	5.88% (1)(0pts)	5.88% (1)(0pts)	17.65% (3)(0pts)	47.06% (8)(0pts)	23.53% (4)(0pts)	17 (0pts) (0avg)
Getting work done while avoinding "micro-managing"	5.88% (1)(0pts)	17.65% (3)(0pts)	17.65% (3)(0pts)	41.18% (7)(0pts)	17.65% (3)(0pts)	17 (0pts) (0avg)
Identifying appropriate resources when legal issues arise	17.65% (3)(0pts)	23.53% (4)(0pts)	17.65% (3)(0pts)	29.41% (5)(0pts)	11.76% (2)(0pts)	17 (0pts) (0avg)
Using the stages of team development to guide my team toward group goals	11.76% (2)(0pts)	17.65% (3)(0pts)	35.29% (6)(0pts)	23.53% (4)(0pts)	11.76% (2)(0pts)	17 (0pts) (0avg)
Using the progressive disciplinary process when appropriate	5.88% (1)(0pts)	41.18% (7)(0pts)	23.53% (4)(0pts)	17.65% (3)(0pts)	11.76% (2)(0pts)	17 (0pts) (0avg)
Preparing and conducting performance evaluations	11.76% (2)(0pts)	17.65% (3)(0pts)	23.53% (4)(0pts)	35.29% (6)(0pts)	11.76% (2)(0pts)	17 (0pts) (0avg)

Working with staff according to their abilities	0% (0)(0pts)	11.76% (2)(0pts)	17.65% (3)(0pts)	58.82% (10)(0pts)	11.76% (2)(0pts)	17 (0pts) (0avg)
Total Respondents						17

5. What barriers, if any, have you encountered that have prevented you from using skills or knowledge gained in the CHHS Academy? Check all that apply. Please explain, if possible.

		Response Total	Response Percent
I have no opportunity to use the skills (0 Points)	<div></div>	3	18%
Not enough time (0 Points)	<div></div>	7	41%
My work environment does not support these skills (0 Points)		0	0%
My manager does not let me apply my learning (0 Points)		0	0%
This material does not apply to my job situation (0 Points)	<div></div>	1	6%
Other, please explain	<div></div>	11	65%
Total Respondents		17	

6. Listed below are the objectives from the program. After reflecting on the course, please indicate the instructors' degree of success in meeting the objectives by checking the appropriate box for each item.

	Very limited success (0 Points)	Limited success (0 Points)	Generally successful (0 Points)	Completely successful (0 Points)	Response Total
Interact with staff in an effective and appropriate manner:	0% (0)(0pts)	0% (0)(0pts)	41.18% (7)(0pts)	58.82% (10)(0pts)	17 (0pts) (0avg)
Encourage decision making at the lowest possible levels:	0% (0)(0pts)	5.88% (1)(0pts)	52.94% (9)(0pts)	41.18% (7)(0pts)	17 (0pts) (0avg)
Prepare and conduct appropriate performance evaluations within State standards:	0% (0)(0pts)	0% (0)(0pts)	52.94% (9)(0pts)	47.06% (8)(0pts)	17 (0pts) (0avg)
Work with staff according to their abilities:	0% (0)(0pts)	0% (0)(0pts)	47.06% (8)(0pts)	52.94% (9)(0pts)	17 (0pts) (0avg)
Identify appropriate resources when legal issues arise:	0% (0)(0pts)	5.88% (1)(0pts)	41.18% (7)(0pts)	52.94% (9)(0pts)	17 (0pts) (0avg)
Total Respondents					17

7. The CHHS Academy is contributing to my success as a supervisor.

		Response Total	Response Percent
Strongly Disagree (0 Points)	<div></div>	1	6%
Disagree (0 Points)		0	0%
Agree (0 Points)	<div></div>	7	41%
Strongly Agree (0 Points)	<div></div>	9	53%
Total Respondents		17	

8. Please consider the scheduling of the Academy.

Having the classes scheduled 1 day per week with several weeks between classes is preferable to having 5 consecutive days of class.

		Response Total	Response Percent
Strongly Disagree (0 Points)	<div></div>	1	6%
Disagree (0 Points)		0	0%
Agree (0 Points)	<div></div>	3	18%
Strongly Agree (0 Points)	<div></div>	13	76%
Total Respondents		17	

9. The schedule contributes to my ability to apply what I've learned in the workplace.

		Response Total	Response Percent
Strongly Agree (0 Points)	<div></div>	11	65%
Agree (0 Points)	<div></div>	6	35%
Mildly Disagree (0 Points)		0	0%
Strongly Disagree (0 Points)		0	0%
Total Respondents		17	

10. The schedule is less disruptive on my workload..

		Response Total	Response Percent
Strongly Agree (0 Points)	<div></div>	13	76%
Agree (0 Points)	<div></div>	3	18%
Mildly Disagree (0 Points)	<div></div>	1	6%
Strongly Disagree (0 Points)		0	0%
Total Respondents		17	

11. Please choose your department.

		Response Total	Response Percent
Aging (0 Points)	<div></div>	1	6%
ADP (0 Points)		0	0%
CDPH (0 Points)	<div></div>	1	6%
CDSS (0 Points)		0	0%
CHHS (0 Points)		0	0%
CSD (0 Points)		0	0%
DCSS (0 Points)	<div></div>	1	6%
DDS (0 Points)	<div></div>	1	6%
DHCS (0 Points)	<div></div>	7	41%
DMH (0 Points)	<div></div>	2	12%
DOR (0 Points)	<div></div>	3	18%
EMSA (0 Points)		0	0%
MRMIB (0 Points)		0	0%
OHII (0 Points)		0	0%
OSHPD (0 Points)		0	0%
OSI (0 Points)	<div></div>	1	6%
Total Respondents		17	

12. How many people do you directly supervise ?

		Response Total	Response Percent
0 (0 Points)		0	0%
1 - 4 (0 Points)	<div></div>	5	29%
5 - 9 (0 Points)	<div></div>	10	59%
10 - 14 (0 Points)	<div></div>	2	12%
15-19 (0 Points)		0	0%
19-24 (0 Points)		0	0%
25 or more (0 Points)		0	0%
Total Respondents			17

13. For verification that you have participated in this survey, please list your email address below:

Total Respondents 17